

# **Idaho Correctional Industries**

## **Strategic Plan**

### **OVERVIEW**

The purpose of this strategic plan is to guide our behavior and decisions each day. This is an overarching document -- it should be used as a starting point for the Marketing/Sales, Manufacturing, Financial Management and Special Project Groups to develop their own plan to move the department forward with its mission, vision and values. It is a living document and will change as current objectives are accomplished and as changes are needed.

### **MISSION**

Our mission is to protect the public.

We safely manage offenders, provide opportunities for offenders to change, and successfully return offenders to communities.

### **VISION**

To develop an organization respected for its professional integrity and ability to protect its communities, where each person actively participates in offender accountability and readiness for change.

### **VALUES**

- We encourage open dialogue and feedback
- We commit to helping others
- We commit to the professional success of others
- We serve the entire organization
- We believe people can change
- We respect and appreciate each other's roles and contributions
- We are flexible
- We focus on quality
- We model what we value
- We are fair and consistent
- We foster dignity and respect for staff, offenders, and the public
- We are honest

### **PHILOSOPHICAL STATEMENT OF INTENT**

We envision a corrections system staffed by professionals recognized as a force for changing lives. We are effective and efficient. We match security levels to offender risk in prisons and the community. We work as a partner in the community, serving with other criminal justice and social service agencies to provide a comprehensive integrated system. We provide change opportunities for offenders.

### **KEY GOALS**

**Goal 1: Promote the professionalism of our department.**

*Intent:* We support our professional work force through training, opportunities for advancement and fair compensation.

**Goal 2: Facilitate open and honest communication both internally and externally.**

*Intent:* We are committed to enhancing open communication internally and externally.

**Goal 3: Initiate, support and encourage positive change within our organization, Idaho Correctional Industries, and our community.**

*Intent:* We intent to provide a high quality customer service program to enhance our image with both public and private sector customers.

**Goal 4: Operate as a fiscally responsible, quality-driven organization.**

*Intent:* We will standardize business practices to maximize efficiency, quality and profitability.